

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Appl. No.	:	10/823,829	Confirmation No.	5642
Applicant	:	Evans et al.		
Filed	:	April 14, 2004		
Art Unit	:	3714		
Examiner	:	Aileen Chyn		
Docket No.	:	CHORUS-P007-01		
Customer No.	:	27268		

DECLARATION OF MICHAEL A. EVANS

I, Michael A. Evans of 9184 Lakewind Drive, Indianapolis, Indiana 46256, declare as follows:

1. I am one of the inventors of the above identified patent application. I am the President and founder of Chorus, Inc. My duties for Chorus include management of the executive team, and participating in and managing the company's research/development. I have a majority ownership interest in Chorus, Inc.

2 I have reviewed the "Hallmarks of Leadership Excellence: Personal Assessment Results" document ("Hallmarks Document") dated August 30, 2002, a copy of which is attached as Exhibit A.

3 I dealt with Dr. David Pfenninger, President of Performance Assessment Network ("PAN") and from August 19, 2002 to August 30, 2002, instructed Chorus employee and co-inventor Dan Snively to work with Dr. Pfenninger, particularly in connection with the development of the Hallmarks Document. The delivery of the tests required in the Hallmarks Document was accomplished by Chorus using the resources available from PAN, thus enabling delivery of multiple capability tests which corresponds to the claim element "providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies".

4. During the period from September 16, 2002, until February 18, 2003 I participated with others at Chorus in background research to identify and define the leadership competencies for the process disclosed in the Hallmarks Document (this corresponds to the claim element "plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies"). Following several trials of seven assessment tools, the final

instrument battery for the Hallmarks Document was completed by the end of October 2002. The next step involved evaluating, mapping and constructing algorithms for mapping the attributes from the four instruments to the identified competencies (this corresponds to the claim element "cross-referencing the responses to the plurality of questions of at least two of the plurality of individual capability tests"). Then each attribute was analyzed for a range of value narratives to explain the leadership/management behavior correlated to the competency using a four tier construction of scoring (e.g. 1-3; 4-5; 6-7; 8-10). The rough draft of the process disclosed in the Hallmarks Document was completed by developing a master document that coded the four tiered value narrative for each attribute charted to its respective competency (this corresponds to the claim element "to create a comprehensive individual capability evaluation that rates the plurality of competencies").

5. I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under §1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

And further, I sayeth not.

Michael A. Evans

MICHAEL A. EVANS

Date:

7/20/07